

State of Vermont
TEACHER EVALUATION SURVEY
December 2009

1. Which choice below best describes your evaluation model?

Answer Options	Percent	Count
National/Commercial Model (e.g. Danielson's "Framework for Teaching")	38.6%	119
National Model/Commercial, Adapted Locally	31.8%	98
Local Model	25.6%	79
Variety of Tools as Required by Circumstances or Assignment	3.9%	12

2. Is the performance evaluation for an individual teacher used to determine or establish any of the following: Select all that apply.

Answer Options	Percent	Count
Compensation	0.0%	0
Merit Pay	0.3%	1
Promotion	3.6%	11
Retention	41.0%	126
Individual Professional Development Plan Goals	79.2%	243
Job Assignment (within the school or elsewhere in the LEA)	22.1%	68
Required Improvement Plan	88.3%	271
Probation	67.8%	208
Dismissal	77.9%	239

3. Does your evaluation process include student assessment results, including student growth measures, as a criterion in determining teacher performance?

Answer Options	Percent	Count
No	82.5%	254
Yes	17.5%	54

4. As part of their evaluation, are teachers assigned a summative rating (e.g. Outstanding, Satisfactory, Unsatisfactory, etc.), a numerical rating, or an overall descriptor (e.g. Exceeds Expectations, Meets Expectations, Needs Improvement, etc.)?

Answer Option	Percent	Count
No	59.7%	184
Yes	40.3%	124

5. If as part of their evaluation, teachers are assigned a summative rating, a numerical rating, or an overall descriptor, do you currently report the number and/or the percentage of teachers at each performance level in a manner accessible to the public?

Answer Options	Percent	Count
No	96.0%	119
Yes	4.0%	5